

# NEWSLINE

Published weekly for employees of Lawrence Livermore National Laboratory

Friday, December 15, 2000

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## FROM THE DIRECTOR'S OFFICE

Spiros Dimolitsas

### A forum to address diversity at the labs

The Wen Ho Lee case has prompted this nation and this Laboratory to re-examine both security and diversity. We've had some unfortunate fallout in terms of ethnic profiling, to which I am particularly sensitive. Therefore, I was very pleased when Director Bruce Tarter asked me to represent the Laboratory at last month's DOE-sponsored "Asian Pacific American Employee Leadership Training Conference" in Washington, D.C.

I would like to share with you some of the issues raised and potential follow-up activities. In fact, today, as this column appears, I will be in Washington, D.C., again as a follow-up to this conference, meeting with DOE Ombuds Jeremy Wu.

The driver for the DOE conference was, of course, the Wen Ho Lee case, which penetrates the fundamental values of our Laboratory in judgment, integrity, security and respect for the individual. The first part of the day was devoted to talks by Gen. John A. Gordon (new chief of the National Nuclear Security Administration), Bill Lann Lee (assistant attorney general for the Department of Justice), and others.

#### The 'excuse' of time

Although each talk had a different subject, two common themes emerged. First, that in our (very) busy lives here at the Lab, it is easy to ignore issues that do not necessarily affect us individually, yet affect colleagues whom we really care about (and often whom we truly depend upon). Second, that it is indeed difficult for some people to talk with us about issues that bother them, often because of respect for our time. In both cases, the lesson to be learned is that this is the time to listen and try to empathize with the very difficult situation in which many of our Asian Pacific American colleagues find themselves.

The latter parts of the day were spent in three panel sessions: security and counterintelligence, employment and the future. Many Lab employees (from LLNL, LANL, Sandia, etc.) spoke of their concerns about the effect of the Cox Report on all Asian Pacific American employees. They were unhappy about how substantial parts of the documents on which the Cox Report was based had been ignored, particularly when later transla-

See **DIRECTOR'S OFFICE**, page 8

## Another million-dollar mark for HOME

NEWSLINE STAFF REPORT

For the third year in a row, the Lab's HOME Campaign has raised more than \$1 million to give to community charities.

While donations are still coming in for the campaign to Help Others More Effectively (hence the name HOME), the campaign has eclipsed last year's total of \$1.222 million, reaching its goal of just over \$1.260 million — and still counting.

The campaign was originally scheduled to close on Dec. 6.



"We really wanted to wrap up the campaign by now, but earlier this week somebody came in with a check for \$5,000 to donate," said Hugh Watling, this year's HOME Campaign chairman. This year's campaign is being run out of the Engineering Directorate.

"What's amazing is there are still some very generous donations coming in. We don't want to say no to those donations."

For 26 years the Lab has staged its HOME

See **HOME**, page 7

## APS names four Lab scientists as fellows

By Gordon Yano

PUBLIC AFFAIRS OFFICE

Four Laboratory scientists have earned the rank of fellow in the American Physical Society.

The APS last month elected to fellowship Livermore researchers Robert Cauble and Ann aa Woodin of the Physics and Advanced Technologies Directorate, and James Hammer and Joseph Nilsen of the Defense and Nuclear Technologies Directorate.

Each year no more than one-half of 1 percent of the society's current membership are recognized by their peers for election to the status of fellow. The 100-year-old society currently numbers 40,000 physicists worldwide.

APS fellowship recognizes those who have made advances in knowledge through original research or have made significant and innovative contributions in the application of physics to science and technology.

Robert Cauble was cited by the APS for his "important contributions to the understanding of the equation of state of dense, strongly coupled plasmas."

Cauble's work included shocking matter to a million atmospheres pressure to measure the equation of state — how pressure varies with temperature and

density — of that matter.

Experiments with hydrogen revealed complicated and completely unexpected behavior that has important consequences for laser fusion, as well as for understanding how stars and planets form and evolve.

"I am honored to receive such recognition of this work from the society," said Cauble, a senior scientist and member of his directorate's High-Energy-Density Physics & Astrophysics Division. "I am excited by the

See **APS**, page 4



Joseph Nilsen and Ann Orel Woodin are among the four Lab scientists to earn the prestigious rank of APS fellow.

## HR proposes new catastrophic leave policy

Human Resources has unveiled a proposed new Catastrophic Leave Sharing Program, which should take effect in early 2001. UC campuses already have such programs, and Lawrence Berkeley and Los Alamos laboratories are also in the process of developing them.

According to Human Resources, the purpose of the program is to provide eligible employees an opportunity to voluntarily donate accrued vacation leave to support colleagues who have exhausted their paid leave balances due to their own serious illness or injury, or in caring for a seriously ill or injured eligible family member.

Such donations provide salary continuation

during needed leave, thereby alleviating the financial burden created when an employee uses up all accumulated leave credits. However, the policy does not guarantee availability of any donated leave credits.

The proposed program would be available for all non-represented employees. Here's how the program would work:

- Prior to submission of a request, the employee must have exhausted or expect to exhaust all available paid leave benefits.
- Medical verification of the illness or injury,

See **LEAVE**, page 8



**New policy  
offers Rx for  
computer viruses  
— Page 3**



**PSOs step  
out of uniform,  
onto the calendar  
— Page 5**





# LAB COMMUNITY NEWS

## Weekly Calendar

Technical Meeting Calendar, page 4

Friday  
**15**

The **Health Transitions for Women** group meets today at noon in Trailer 2627, room 102. Guest speaker Louann Tung will share her journey of achieving fertility naturally after age 40. Her talk is sponsored by the Health Transitions for Women subcommittee of LLLWA. Contact: Marnette Yeager, 2-1217.

Saturday  
**16**

There will be a **scheduled power outage** from 7 a.m. to 3:30 p.m. in the following locations: Bldgs. U472 and 473; Trailers 4725, 4726, 4727, 4728 and 4729. There will also be a scheduled power outage on Sunday from 7 a.m. to 3:30 p.m. in these locations: Bldgs. 153 and 415; Trailers 1526, 1527, 1578, 1579 and 4107. Contact: Mark Cardoza, 3-0490.

Wednesday  
**20**

LLESA is offering a **Dance Spins & Turns Technique** workshop from 11:30 a.m. to 12:30 p.m. in Bldg. 415, room 101. Learn how to make a spin or turn look faster, sharper, balanced, and most of all controlled. World-class champions Kurt Senser and Patty Vo will teach this new workshop. Cost is \$10 per person. Sign up at the LLESA office in Bldg. 415, room 142. Space is limited.

Friday  
**22**

**Poolhouse lockers** will be waxed between Dec. 25 and Jan. 5. If you use the Bldg. 318 lockers, please empty your locker on or before Dec. 22. During the waxing process all lockers will be opened by LLESA staff. Any contents found in the lockers will be bagged and taken to the LLESA Office. Locker contents can be claimed in Bldg. 415 beginning Monday, Jan. 8, between 10 a.m. and 4:30 p.m. Contact: LLESA, 2-9402.



LLESA and the American Red Cross are holding a **LLNL Blood Drive** beginning Jan. 3 in Bldg. 415. Hours are 10 a.m. to 4 p.m. Jan 3, and 7:30 to 1:30 p.m. Jan. 4, 5 and 8. Appointments may be scheduled in advance at <http://www.beadonor.com> (company code: LLNL) or by calling Mandy Monk at 510-594-5211. If you can't schedule in advance, the Blood Bank will work you into the schedule when you drop in.



**BROADCAST  
SCHEDULE**

The DDLS lecture by Thomas R. Karl, director of the National Climatic Data Center, on "**Observed Changes in Climate and Impacts in the USA,**" will be broadcast on Lab TV Channel 2 Thursday, Dec. 21, at 10 a.m., noon, 2, 4, and 8 p.m., and Friday, Dec. 22, at 4 a.m.

## Pasta for presents



The Manufacturing and Materials Engineering Division held its annual spaghetti feed on Wednesday, collecting a toy or a donation from each participant. More than 90 toys were donated to Toys for Tots and Lab Lends A Light. The lunch-time event also included entertainment, such as holiday singers Diane Martz and Toni Nevis, right. Above, Jerry Gerich (far right) and Wendy Morris dish up spaghetti for participants, including Jens Mahler (left).



JULIE KORHUMMEL/NEWSLINE

## Fire Department collecting items for needy families

The Laboratory Fire Department is again collecting toys, clothes and baby items for distribution to needy families.

Donations of toys, clothing for women, men and children as well as baby items such as diapers and formula may be dropped off at the Lab Fire Station, Bldg. 323, or the new Site 300 Fire

Station, Bldg. 890.

Organizations assisting needy families report an acute need for baby items. Donated goods will be distributed the week of Dec. 18 to Shepherd's Gate and Baypoint Community Center.

For more information, contact Eddy Dwyer, 2-4349.

## IN MEMORIAM

### Arthur Del Thomas

Arthur Del Thomas, a Lab retiree, died at his Salt Lake City home surrounded by his family on Dec. 2. He was 69.

Thomas worked at the Lab for 30 years, serving as the head of the Classification Office and later working in Mechanical Engineering. He retired in 1993.

Following his retirement, he worked for Vision International in Salt Lake City.

Born in Murray, Utah, he was the oldest of four children. He earned his bachelor's degree from the University of Utah and master's degrees from the University of Washington and UC Riverside.

Thomas served in the Latter Day Saints Church wherever he and his family lived, and held many positions, including bishop, temple officiator in Oakland, stake missionary, ward mission leader and gospel essential teacher. Thomas was a meticulous craftsman and loved fine music and learning.

Thomas' survivors include his wife of 47 years, Ann; daughters Lani, Malia, Sandy and Deanna; sons Hoss and William; his mother; two brothers; a sister and 21 grandchildren.

## Newsline

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**See this!**

### Humorous New Video Offers Holiday Safety Tips



Ideas for getting through the holiday season safely are portrayed in this entertaining, yet highly informative, program. Humor is used to make important points about protecting yourself and your family while enjoying seasonal activities, dealing with winter weather, and meeting the added stresses of the holidays.

**Watch this 20-minute program—Lab Channel 4  
Last day is today, Dec. 15**  
• Daily, on the hour, from 8 a.m. to 5 p.m.  
• Swing shift at 8, 9 and 10 p.m.  
• Owl shift at 3 and 4 a.m.





AROUND THE LAB

NASA funds Lab collaborations with black universities

Three proposals developed with the LLNL Research Collaborations Program for Historically Black Colleges and Universities and Minority Institutions have been selected for funding by NASA.

The proposals were submitted for NASA's Minority University Partnership Initiative in Space Science. This new NASA initiative is directed at developing space-science capabilities at minority universities, through partnerships in research and education with research groups at NASA Centers and federal laboratories.

A total of 60 proposals were submitted nationwide and only 15 were selected for funding. Twenty percent of the total successful proposals nationwide were associated with the LLNL Research Collaborations Program for Historically Black Colleges and Universities and Minority Institutions (HBCUs and MIs).

Two of these successful proposals are funded at \$225,000/year for three years, and a third is funded at \$245,000/year for three years, beginning in January.

Some of the funds from these grants will come to LLNL to help support time and travel for some Lab participants, and to support students from the universities when they come to work at LLNL. The Laboratory will also gain the benefit of the expertise and manpower of the



Kennedy Reed

university professors who will collaborate with Lab scientists on the research.

The Research Collaborations Program for HBCUs and MIs is directed by V Division physicist Kennedy Reed, and is in the Lab's University Relations Program. The Research Collaborations Program couples accomplished faculty and students from minority institutions with LLNL scientists in research that benefits

LLNL and the universities.

The professors and students in this program have made strong contributions to basic and applied research at LLNL, and the involvement with the Lab has in turn enhanced the research and training capabilities of the schools, Reed said.

There have been numerous joint publications on the collaborative research, and a significant number of the undergraduate participants in the program have gone on to graduate school in the physical sciences.

The three proposals selected by NASA for awards are:

- "Collision Processes in Astrophysical Plasmas," with principal investigator Charles Weatherford of Florida A&M University and LLNL co-PIs Peter Beiersdorfer (V Division) and Burke Ritchie (A Division);
- "Enhancement of the Space Science Research Program at South Carolina State University," with principal investigator Donald Walker of South Carolina State University and LLNL co-PIs Simon Labov (V Division) and Kem Cook (V Division);
- "Space Science Education and the Sun-Earth Connection," with principal investigator Ravindra Lal of Alabama A&M University and LLNL co-PI Bala Govindasamy (Atmospheric Science Division).

New policy improves protection of unclassified systems against viruses



CIO  
UPDATE

By DAVID COOPER

LLNL's Computer Security Council announced today the approval of a new Laboratory policy. "Protecting Unclassified Systems Against Viruses and Malicious Code" (P-2025) is the latest in a series of policies designed to improve the protection of our computing resources.

Much has been written in the news media about damage done to personal and corporate computers and networks by viruses sent via the Internet to computer users throughout the country. There are thousands of known computer viruses and other forms of malicious code. Many of these can cause substantial damage in the form of loss of system availability and/or loss of data. If left unprotected, computing resources at this Laboratory would be vulnerable to the loss of thousands of hours of important work and the great expense of restoring the availability of our systems.

Modern software is capable of detecting viruses and malicious code, and up-to-date virus definitions can provide substantial protection against their effects.

Statement of policy

This new policy requires the use of software

Employee ideas for information architecture sought

In addition to the computer security policy announcement that also appears on this page, all employees are invited to participate in the development of another important step in building LLNL's Information Architecture

An important aspect of the continually evolving Information Architecture at LLNL is to ask personnel for their comments on new directions under consideration. You are invited to read and comment on a proposed Information Architecture Statement of Direction, IA-0A02: Microsoft Windows 2000 Implementation for Unclassified Computing Environments. This document describes a strategic direction for enabling the successful, planned deployment of the Windows 2000 architecture at LLNL.

This document recommends that operating systems in the Windows 2000 product family (i.e., Windows 2000 Professional, Advanced Server, and Datacenter Server) be installed at LLNL only in the following modes:

- In a stand-alone configuration;

- As members of Windows NT 4.0 domains;
- In isolated test environments.

Furthermore, organizations are advised that many application software packages are not certified as compatible with Windows 2000 and support staff experience in supporting the product is limited. Therefore, caution should be used before deciding to use Windows 2000 Professional or Server. Because of the complexity of Windows 2000 Active Directory and other services, it is not recommended that organizations with production environments install Windows 2000 Server domain controllers or upgrade existing Windows NT 4.0 Servers to Windows 2000 Server until the infrastructure is in place to support it.

The Desktop Advisory Group maintains a list of Windows 2000 certified applications.

The document is available at <http://www.llnl.gov/projects/ia/rfc/ia0a02/ia0a02.html> The comment period for this statement of direction closes on Jan. 5.

to counteract viruses and malicious code on all unclassified Windows, DOS and Macintosh OS systems, where technically feasible. The policy takes effect immediately.

Implementing the policy

Implementation and enforcement of this policy is outlined in the "Implementation and Compliance Assurance" policy (P-2024) announced last week. This policy requires that all systems be brought into compliance before being connected to any institutional network. Any LLNL system found to be distributing viruses because it is not in compliance with this policy

will be removed from the network and brought into compliance before being reconnected.

The responsible manager of a system, or designee, must approve each case where it is not technically feasible to use anti-virus/malicious code protection software on a system covered by this policy.

LLNL maintains site licenses for Macintosh and PC anti-virus and malicious code software and they are available for all LLNL employees as part of the Information Architecture desktop standards. To remain effective, anti-virus and malicious code software must be kept current and its definition files must be regularly updated.

This policy requires that site-licensed software be kept current and the definition files updated once a month. Computer Security Operations will notify system administrators when an outbreak of malicious code requires special updates of virus definitions.

If a Laboratory organization chooses to use another means of protection, that method must be documented, approved by the responsible manager, and Computer Security Operations (CSO) must be notified. In those cases, the cost of alternate protection methods will be borne by that organization.

David Cooper is associate director for Computation as well as LLNL's chief information officer.





## NEWS YOU CAN USE

### Office decorators: Curb your

Office Christmas trees must be stripped of decorations and removed for collection to the nearest curbside by the close of business Friday, Dec. 22.

Hazards Control asks that employees remove the trees from facilities prior to the holidays to avoid creating a fire hazard. Laboratory gardeners will collect the trees for chipping and use as soil amendments around the site.

Trees need to be placed at the nearest curbside for pickup. Discarded trees cannot be picked up from parking lots, pathways, alleys and other difficult to reach places.

Please remove all ornaments, wrapping paper and as much tinsel as possible before disposal. Tree collection is scheduled for Wednesday, Dec. 27. The annual holiday tree pickup reduces Laboratory disposal costs, conserves resources, provides a useful product for on-site landscaping and helps in meeting University of California performance goals for waste management.

Employees with questions, suggestions or ideas regarding waste diversion at LLNL, are encouraged to call the Earth Hotline, E-ARTH or 3-2784.

### APS

*Continued from page 1*

research possibilities, and thankful for the colleagues and collaborators with whom I've been able to work."

Ann Orel Woodin was honored for "pioneering the understanding and development of theoretical methods for studying excitation, ionization and dissociation of polyatomic molecules."

She learned about the award from Lab scientist Tom Rescigno, who nominated her.

"My first reaction upon hearing the news was 'I'm so excited' to quote the song. It is a great honor to have your peers recognize your contributions to the field in such a manner," she said.

Woodin divides her time between the Lab and UC Davis, where she is a professor in the Department of Applied Sciences and the graduate advisor. Her research is currently focused on what happens to low energy electrons when they interact with molecules.

James Hammer was recognized for his pioneering work in the development of novel approaches to

### Call for biomedical engineering proposals

The Department of Energy Office of Biological and Environmental Research (OBER) has announced a call for proposals for research in biomedical engineering.

OBER will fund up to six projects with awards ranging from \$500,000 to \$2 million. The goal of the Biomedical Engineering Program is to support the development of innovative, high-risk technologies that will have a significant impact on future health care. Research proposals must be multidisciplinary in nature, use DOE national laboratory resources and expertise, include an active medical research partner, and address major problems that may lead to the development of technology that will make a significant impact in biomedicine.

Research proposals in the following areas of biomedical engineering are solicited: (1) components for artificial organs, (2) medical photonics, (3) smart medical instrumentation, and (4) biomedical imaging.

LLNL's Council on Bioscience and

Biotechnology (CBB), which is coordinating the proposal-submittal process, will give preference to proposals that apply photonics to treat cancer. This focus will leverage LLNL's existing technical developments and its cancer collaboration with UC Davis. The CBB also encourages researchers to submit proposals in the other three areas.

One- to two-page preproposals are due to the CBB by Jan. 10. Please send your preproposals electronically to [lewis24@llnl.gov](mailto:lewis24@llnl.gov). Preproposals should briefly describe the research goals and technical approaches and follow the DOE preproposal guidelines at [http://www.sc.doe.gov/production/grants/LAB01\\_14.html](http://www.sc.doe.gov/production/grants/LAB01_14.html).

The CBB will provide feedback and guidance before the Jan. 18 DOE deadline for preproposals. As the next step, the DOE will review the preproposals and provide feedback before the formal proposals are due to DOE by May 1. E-mail Pat Fitch, [jpfitch@llnl.gov](mailto:jpfitch@llnl.gov), if you have any questions or comments.



Robert Cauble



James Hammer

fusion and high-energy-density plasma applications, including contributions to the fast igniter inertial confinement fusion (ICF) concept, acceleration of compact toroidal plasma rings and the use of z-pinch X-ray sources for ICF.

"I'm very honored to have been named an APS fellow," said Hammer, a member of his directorate's

ICF Applications Group. "I have worked with many gifted and inventive scientists at the Laboratory who have aided, and continue to aid, me greatly in making my own contributions to fusion and high-energy-density science. It is deeply satisfying to have one's work acknowledged in this way."

Joseph Nilsen was distinguished for outstanding contributions to the understanding and development of X-ray lasers.

Nilsen's work in designing X-ray lasers has resulted in demonstration of the world's shortest wavelength, highest energy experimentally demonstrated laser. Nilsen also discovered the prepulse technique used today to drive virtually all X-ray laser systems. He is currently involved in attempting to develop applications for pico-second driven X-ray lasers.

"I am very pleased to have my X-ray laser research recognized by election to a fellowship in the American Physical Society," said Nilsen, a member of his directorate's High-Energy-Density design group. "I want to thank all my colleagues at the Laboratory and worldwide who have enabled me to participate in and contribute to this exciting field."

## Technical Meeting Calendar

Friday  
**15**

### INSTITUTE FOR GEOPHYSICS & PLANETARY PHYSICS

"Doppler Tomography and Hydrodynamic Simulations of Mass Transfer in Algol-Type

Binary Star Systems," by Mercedes T. Richards, University of Virginia. Noon, Bldg. 319, room 205 (open area). Contact: Joanna Allen, 3-0621. <http://www.llnl.gov/urp/IGPP/SemCalendar/IGPPSemCal.html>

Wednesday  
**20**

### CHEMISTRY & MATERIALS SCIENCE

"Response of Materials to Fast Intense Laser Pulses," by Ben R. Torralva, Texas A&M

University. 10:30 a.m., Bldg. 235, room 1090 (uncleared area). Contact: Patrice Turchi, 2-9925, or Nancy Pullen, 2-4321.

### SYSTEMS & NETWORK DEPARTMENT

Macintosh Technical Seminar Series. A presentation on Network Assistant and Macintosh Manager, by Hank Stephens,

LLNL. 10:30 a.m., Bldg. 543 auditorium (uncleared area). Agenda: overview of products that are gaining widespread adoption across the Laboratory, and demonstration of features of interest to desktop users and administrators. Contact: Becky Frank, 3-2879.

January  
**4**

### INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"A Compiler-Based Approach to Specializing Software Libraries," Calvin Lin, University of Texas,

Austin. 10:30 am, Bldg. 451, room 1025 (uncleared area). Contacts: Jeffrey Vetter, 4-6284, or Leslie Bills, 3-8927. For more information, see <http://www.llnl.gov/casc/calendar.shtml>

January  
**22**

### H DIVISION

"Numerical Modeling of Semiconductors (From Atoms to Just Small)," by Fernando Reboledo Instituto Balseiro and Consejo

Nacional de Investigaciones Científicas y Tecnológicas. 10:30 a.m., Bldg. 319, room 205

(uncleared area) Contacts: Guilia Galli, 3-4223, or Darlene Klein, 4-4844.

**Deadline for the next calendar is noon, Wednesday, Dec. 20.**

**Please note that the Dec. 22 issue of Newsline will include technical meetings up to Jan. 5. Newsline will not be published on Dec. 29.**

- Address e-mail to [tmc-submit@llnl.gov](mailto:tmc-submit@llnl.gov) or fax to 2-9291.
- Mail listings to Technical Meeting Calendar, L-797.
- Telephone ext. 2-9709 for information regarding the printed calendar.

For information on electronic mail or the newsgroup [llnl.meeting](mailto:llnl.meeting), contact [registrar@llnl.gov](mailto:registrar@llnl.gov)



NEWS OF NOTE

Lab officers step out of uniform and into the calendar

By Sheri Byrd

NEWSLINE STAFF WRITER

Lab employees are snapping up the new “Out of Uniform” 2001 calendar, hot off the press and featuring models from the Lab’s own Protective Force Division in casual, off-duty settings.

Potential buyers of the calendar can be assured that the only thing off about these officers is the casual settings in which they appear; nothing in the way of clothing actually comes off. While beefcake is part of the package, the main course is all about taste.

The 13-month, 11-x-17-inch calendar features protective service officers who volunteered their time, effort, money and smiling faces to a charitable cause.

Employees can get their own copies of the calendar, and meet some of the models live, in front of the Employee Store Dec. 19-21, from 11 a.m. to 1 p.m.

“In January, we will send all proceeds from the calendar to Oprah Winfrey’s Angel Network, which gives 100 percent of their donations to good causes,” said calendar designer and photographer Alexandria Ballard, of TID. “Everyone involved with the project was a volunteer.”

Unsure of how the calendar would be received, Ballard initially had only 50 of them printed. “But word of mouth has been really great,” she said. “The first 50 sold right away. The next 50 are almost gone, and we only have 200 to sell next week at the store.”

Ballard was first approached with the calendar idea by officer Kyle Phew (Mr. May), who had his own reasons for wanting to give to a worthy charity.

“This idea originally stems from the fact



ALEXANDRIA BALLARD  
Kyle Phew (Mr. May, above) came up with the calendar to benefit the Angel Network. Officers such as Adrian Valenzuela (Mr. January) volunteered their time.

that when I graduated from high school in 1985, my grades were good but not good enough to qualify for a scholarship,” said Phew.

“Coming from a broken home, my mother did not have the money to send me to college,

as she had two other children to provide for. With no skills and no money I joined the Air Force to make something of myself. However, joining the military is not an option for everyone, and there is a real need for scholarships for kids who want to go to college but simply cannot afford it.

“Proceeds from this calendar will go to support efforts of the Angel Network, which will make a difference in the lives of young men and women who want and need a higher education.”

The idea to contribute to a scholarship charity was enthusiastically accepted among the Lab force.

“In fact,” added Ballard, “five of the 14 models are single fathers.”



So, in June, Phew and fellow officer John Smalls (Mr. September), began working with Ballard to produce a calendar to “showcase uniformed federal officers in an off-duty setting.”

“We would like to thank all the officers involved in the making of this calendar. Without their participation and willingness to support this cause, the project would not be a reality,” said

Phew. “We are definitely doing this again next year,” smiled Ballard. “In fact, volunteer models and assistant photographers are already lining up.”

ISM UPDATE

Play it safe to keep the holidays from heating up

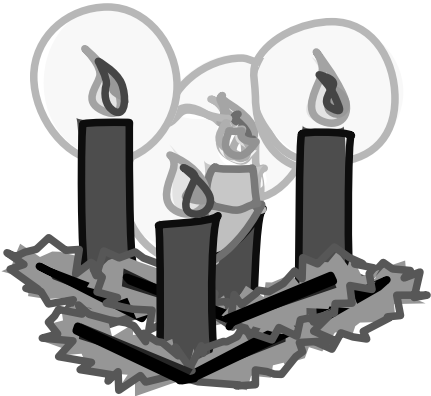
Practice fire prevention so your holidays don’t turn into a disaster. Here are a few tips that can help ensure that your holidays remain happy and safe.

- Be careful with candles. Don’t use them on or near a Christmas tree. Put candles securely in non-tip candle holders and never put candles in windows or near exits. Don’t leave candles burning when you leave your house.

- Make certain your decorated tree is far removed from heat sources and that string lights do not touch combustible materials.

- Keep your cut tree moist. Put it in a sturdy base filled with water, and check the water level daily. Spray a cut tree with fire retardant to be on the safe side.

- If you use an artificial tree, be sure



it’s flame-retardant.

- Do not use electrical lights on a metallic tree.

- Use light strings that are Underwriter’s Laboratory (UL) approved and have built-in fuses. Make certain the lights you use on the exterior of your home are “outdoors” approved.

- Plug outdoor electric lights and decorations into circuits protected by ground fault circuit interrupters (GFCIs).

- Never use light strings that have frayed cords or damaged or empty sockets. Replace burned-out light bulbs.

- Do not overload electrical circuits.
- If you have lights in your office, turn them off when you leave your office for the day or when leaving for the holiday break. At home, turn off all lights when you go to bed or leave the house.



Turn it off

With the current power shortages in California, please turn your computers and other electronic equipment off when you leave for the holidays.

Not only does this save power, it is also an excellent computer security measure. One should never leave a computer powered up and unattended for long periods of time.





Check out the Employee Ads Web Services site at:  
<https://www-ais.llnl.gov/newsline/ads/>

AUTOMOBILES

1986 - MAZDA 626 4 dr sedan, 5 sp 114K mi, good cond; OR 1988 CHEVY NOVA 5 dr hatch-back, auto trans, 116K mi, runs well; \$1800/BO. 510-530-1289

1993 - Plymouth Grand Voyager, runs great, 89,000 miles, extras, \$4,800. 925-455-6750

1991 - Toyota 4Runner, AC,5spd,4door,one owner,exc. cond.,\$8500 209-825-5139

1996 - Ford Bronco XLT,Wht, AT,AC,Tow,Leather,92K miles \$13,000 BO 925-447-7780

1989 - HONDA ACCORD SEI Special Edition, 4-door, ~107K miles, leather, fully loaded, sun roof, alloy wheels, great condition \$5,200 925-443-2114

1996 - 4Runner, white, keyless alarm entry, air, cd, moonroof, all terrain tires, tinted windows, 51K, moving-must sell, \$16,000 OBO. 925-736-4904

1973 - GMC 3/4 ton Van,350 cu. inch V8, 4-bbl carburetor, A/T, Original owner - 124,500 miles, runs well. Smog test exempt. \$1850/Offer. 925-443-4461

1989 - Corvette 1989, dark blue. Loaded. 91,000. Two tops, good cond. runs great! \$10,900 obo. 925-449-4780

1972 - Cadillac Coupe DeVille Fully loaded, excel cond 91k mi, \$3500 925-443-1369

1993 - Pontiac Grand Prix. Excellent condition. AC, cruise, AM/FM/cassette. \$4500 925-485-1988

1981 - Toyota Tercel, white, automatic, 4-door. Looks and runs good. 130K miles. \$800 925-447-8777

1988 - Camaro, V8/305, AT, AC, cruise, AM/FM/Cassette 60K on engine, new alternator/battery, runs wells, 100K miles \$3500 925-447-8613

1985 - Jeep Wagoneer,\$1,000.0 or B/O 209-835-7960

1984 - Jeep CJ7, Auto, PS, new carb, rebuilt trans, 31 inch tires. \$5300 209-825-5139

1985 - Mercedes 190E, 4door, fully loaded, 125,000 miles all records just serviced, good condition,\$5250 925-371-1465

1997 - 1997 Jeep Wrangler SE, 4 cyl., Auto Trans, Green/Tan color, Soft top, 42k miles. \$11,000 or best offer. 510-848-5546

1983 - Toyota Corolla Wagon, 4 dr, 5 spd, a/c. Looks and Runs great! All highway miles. \$1500 or B.O. Manteca 209-823-5282

1997 - Hyundai Accent, Excellent Condotion,43K miles, A/C, Stereo, Avg 30MPG. Asking \$ 4250.00 209-335-6458

1996 - VW Jetta-GLS, 68k miles, Alarm, CD changer and more! Call Tood after 4pm or before 8pm. 925-803-8745

1950 - Plymouth Special Deluxe,4dr. some new parts,good tires,started restoration,needs to be finished,very little rust \$800/BO 925-846-8533

1991 - Lincoln Continental; excl cond; 117K well-maintained miles; CD, AM/FM cass; phone; loaded; rebuilt at 100K miles. \$6500/OBO. Must sell. 925-829-6203

AUTOMOBILE ACCESSORIES

Four extra wide 16.5 inch tires on sport white rims off of a 3/4 ton

Chevy truck. Lots of tread and already balanced. \$150.00 925-447-2119

Silver (standard) rims for a 1986 Honda Prelude SI. Excellent condition. All 4 \$50 or BO. 209-462-8077

Tow bar, heavy duty \$50 925-443-1369

Campbell tire chains-new-fits: 7.00-14 to p205/75r14(19 diff.sizes) \$10.00 209-835-2416

Nearly new StowMaster 5000 tow bar. For \$500 you receive tow-bar, combination kit, Stowmaster cover, safety cables, and locks. 925-447-5016

ENGINE: 1977 Toyota 20R with matching 5 speed transmission. \$100 or OBO. 925-443-1533

BICYCLES

15 speed bike Trailblazer, brand new won in raffle. \$75 925-447-4611

Raleigh 18 in. M50 mountain bike, brand new, never used, black, front suspension, Shimano, Weinmann, Tektro equipped. \$250. 925-462-6308

ReBike recumbent. New tires. Least expensive recumbent bicycle. Like new. On site. \$350.00 510-535-2134

1999 specialized-fat boy-bmx mintcond.chromed \$175 great xmas present; dyno 400 mtn 26in.x med.frame \$125/ofr.; specialized 24 in.girls mtn \$75/ofr. 925-837-8780

Phil Wood Disk Brake Great for tandem! Excellent Condition \$200/BO (Also have spare fiber disks \$50/ea) 925-443-6617

BOATS

1995 Champion Fish & Ski 150 Evinrude Intruder Lorance X55 electronics, Motorguide Brute 55#,AM/FM cassette stereo, excellent condition 15,500 obo. 925-625-2880

CAMERAS

Minolta X-700 35mm SLR camera w/ 50mm lens, 80-200mm lens, filter, flash and bag. 925-443-5213

Canon AE-1 35mm SLR camera w/ 50mm lens, 70-210mm lens, filter, flash and bag. 925-443-5213

ELECTRONIC EQUIPMENT

19 inch Sony Trinitron T.V. 15 years old, great picture. \$50.00 925-447-2119

Electric Keyboard. Casiotone 310T, 49 key, multivoice with rhythm, chords, arpeggios. Like new, great Christmas gift. \$65. 925-443-2245

2000 model Gateway-Solo 1100-Lap top computer 433 MHz, 64 MB Ram, 4.8 GB hard drive. Almost new, \$950 cash/OBO. 209-833-7159

Denon PMA-500V Pre/Main Amplifier. Matching Denon TU-400 Tuner and Terk antenna. First \$85 takes it. 925-829-1352

COMPUTERS: Apple 2E and IBM 50z. Both have printes and are good for word processing. Make offer on one or both. 925-443-1533

Computers:166P/64MB RAM,Good Server \$175/OFR; 233MMX/64MB RAM/MODEM/8GBHD/8MB

VID.\$250/OFR. Both Have WIN 98 2ed; Other Misc:Pntr/Mon.etc 925-837-8780

Macintosh Centris 650 and Apple Personal LaserWriter -- good word processor. 8MB RAM, 240MB HD, monitor, MSWord5.1 and Excel. \$50 925-443-3735

GIVEAWAY

FREE! 6-foot tall, mature, in-ground, Japanese Black-Pine topiary. You dig-up and haul-away from Tracy. 209-836-4349

Aluminum storage cabinet. 3 lockable compartments with shelves and drawers. 27W x 18D x 70H. 510-733-9802

Apollo 1000 Walnut speaker cabinets (4). Speakers are blown and removed but walnut veneer is in excellent condition. Call for details. 209-832-3435

1975 El Camino FREE you haul. Good body, bumpers etc. No eng or trans. Located in Livermore 209-835-3352

FREE Clean dirt, 3+ Yrds, will help load, you haul. 925-449-8567

Ficus Tree Potted House Plant 8 ft. tall 925-454-1969

HOUSEHOLD

Pillow back sofa (\$40) Queen Sofa sleeper (\$40) Rocker recliner (\$20) Two person rocker (\$20) Entertainment center (\$50) 925-447-2119

Couch, large sectional, contemporary style, light color, heavy cotton matl, needs cleaning but no rips or tears. \$150.00 925-449-4796

HI-FI SUBWOOFER, Optimus Pro SW-12 with 12 inch speaker, crossover, stereo connections. Like new, still in box. \$75 (1/2 price). 925-443-2245

White bedroom set for girls room, includes dresser, desk/bookcase, headboard w/purple trim, \$250 925-449-5513

Student desk, solid wood, white/yellow drawer fronts, brass hardware. \$75 OBO 925-443-4461

Electric Twin Bed. V/G condition.\$80.00 925-373-9540

Water softener \$150, lawnmower \$50,breadmaker \$30.Please leave message. 925-454-2976

WARDROBE MOVING BOXES; cardboard wardrobe moving boxes; used one day for local move; have 15; \$7 each; also china packing boxes/filler; 925-634-1110

Turkish Carpets and Kilims, all handmade, several sizes, styles and colors. Some antiques. 925-449-9514

Brass fireplace screen with bay window glass doors. \$75.00 925-447-5261

Twin bunk bed, metal, hunter green \$65 209-833-9627

Washer and Dryer, Roper (made by Whirlpool). Very good condition. \$350/pr. You haul. 209-892-4474

Custom Cabinets, vanities, entertainment centers, call eves. 925-449-3152

Modern style black iron double bed with pedestal frame, mattress and box spring; black lacquer night stand and armoire. \$350.00 for all. 209-823-4658

Stove, electric, GE free standing, almond, 30W x 25.5D x 71H.

Microwave plus large oven. Very good cond. \$100. 925-600-0082

2 Bar Stools, solid wood, 40 inches high, good cond. 2 for \$75. 456-7972

Artificial Xmas tree 71/2 ft.Siberian pine white \$30, assorted silk plants call, assorted clay planters \$20, 6 wood louvered shutters new \$25 925-371-1465

Large metal desk, black w/ wood-grain top, 3 drawer pedestal/typing return, fair condition - \$25. Bale of shavings for small animal cage - free. 925-606-6305

BUNKbeds 2Sets: White-Metal Twin/Twin EX.Cond \$125/ofr; Blue-metal Twin/Full Futon Foldout to Sofa. EX.Cond.\$175/ofr; KIT.table/4chr.Wood \$50/ofr. 925-837-8780

Dryer - Kenmore electric with new element, almond \$95 925-443-5565

LOST & FOUND

FOUND, keys, one auto, 2 cabinet on ring with scrimshaw art. Found east of B-243, South of B-241 near corp yard. To claim identify the tag. 925-961-1658

MISCELLANEOUS

Seasoned oak firewood, 1/4 cord \$65 925-447-4611

Almost brand new 100% brass headboard and footboard for queen size bed. Utility ladders. Framed collection posters. Best offer accepted. 925-426-0069

White crib (no mattress)\$40, stroller \$15, child picnic table \$25,play kitchen \$15.Please leave message 925-454-2976

WOOD LATHE- Jet 12 X 36, 3/4hp, cost \$550 new, excellent condition virtually unused, \$375 OBO 925-449-0982

Baby crib with mattress, \$60; Changing table with pad, \$35. 925-294-8302

Handicap Scooter Lift (Silver Star) fits Class2 trailer-hitch, key operated, works off car battery, folds up when not in use. \$1700.00 OBO. 925-373-1154

DW doll w/ computer software and hook-up for computer & TV, still in boxes \$50 209-833-9627

Swim Coats! Green with thick gold lining. TRACY and LHS. \$45 Firm. 209-835-5031

Air compressor fifty-gallon tank old but works good \$60, bench top radial arm drill press with cabinet stand \$350, pocket door frames \$6 925-371-1465

Paradigm 5se MkII speakers. Black finish wood cabinets. Excellent sound from a quality manufacturer! \$250. 925-829-1352

Beautiful 3.5 meter hand-crafted German Oak Schrank (wall unit) with bar and plenty of storage space. Made in Bavaria in 1978.Asking \$3500.oo 209-835-6458

MOTORCYCLES

1985 - Honda ATC 350X new tires,bars,runs great,registered thru 2002,inc.4x8 trailer w/tool box,new light kit new registration.Both\$1800 925-846-8533

1997 - Yamaha Blaster ATV, 200 cc, perfect condition, one owner, red, low hours, green sticker, \$2750, 925-634-5606

MUSIC INSTRUMENTS

Electric Guitar. Black Gibson Epiphone model with off-white pick guard. Excellent condition! New strings included. \$125.00 925-447-3387

Yamaha keyboard, like new, \$75 OBO. 925-449-7086

DRUMSET Pearl Export Series 5 piece set plus Zildjian cymbals (Hi-Hat and Crash) \*\*Pristine\*\* \$600 925-443-6617

PETS & SUPPLIES

Doggie dor for small to medium dog that fits in sliding door. Good condition. Comes with instruction video. \$50. 925-455-0164

Free to good home, African Grey Parrot, female, approximately 10 years old. Comes with large cage. 925-679-9307

4 hermit crabs with aquarium, food, dishes, and accessories \$20.00 OBO. Kaytee Exact baby bird formula, free. 925-778-2699

Cats, cats, cats! Litter-trained,Smallish, affectionate altered males/females need good indoor homes. Used to friendly dogs and teenagers. 209-239-2154

BIRD CAGE: Like new. 32x23x41in, height=66in, bar-spacing=1in. Dometop w/skirt. Lead-free porcelain crocks. MIG welded steel. White finish. \$400 obo. 925-454-8911

Dog Kennel-XL size-airline approved \$50.00 925-449-2064

Mated pair of Leopard Geckos, about 3 years old. Very gentle and good for children. Whole setup included. \$150.00 obo 925-443-2729

RECREATION EQUIPMENT

SKIS 160s with Salomon Bindings, locks and ski bag. \$30.00 OBO / Black motorcycle helmet-BRAND-NEW \$150 OBO 925-778-4641

97 Yamaha Big Bear 350 four wheeler, 4x4, low hours. 4,000 510-440-8753

Kastle RX-S 180 skis. Womens Technica GTL boots, size 7-1/2. Both in good condition. Sell both for \$100. 925-426-7400

Weider Weight Bench, excellent cond., includes some weights. \$75. 925-456-7972

Nordic AbWorks machine. Excellent condition plus video tape. \$50 925-449-5510

Weider Body works gym, new in the box \$80 925-371-1465

1000 trails/NACO membership cost \$4500 must sell for \$1000, you pay transfer fee (\$500) and yearly dues. Call for information 209-648-2150

1995 Bounder motor home 13,000 miles like new condition,2 tv,s microwave, back up camera,much more, take over payments or obo 209-835-4790

Stepper-Climber exercise machine, excellent condition. Great cardio workout. \$90.00 OBO. 925-447-2068

Honda 1983 Odyssey dune buggy, rebuilt stock 250cc eng., all new axel & wheel bearings, new seat, great shape; \$1,750 call aft. 6pm 209-832-2056

RIDESHARING

Express your commute, call 2-RIDE for more information or visit the web site at <http://www->

Due to space limitations, *Newsline* may withhold ads that have already run. They will still appear on the Web.

# HOME statistics as of Dec. 4

## TOTAL AMOUNT DONATED: \$1,260,245

DIRECTORATE	TOTAL EMPLOYEES	TOTAL CONTRIBUTIONS	AMOUNT DONATED (ROUNDED OFF)	PERCENTAGE
Defense & Nuclear Technologies	375	175	72,833	47
Laboratory Executive Office	77	40	8,365	52
Computation	894	323	136,431	36
Engineering	2,007	804	300,616	40
Chemistry & Materials Science	448	265	96,340	59
Deputy Director for Operations	2,646	1,160	285,063	44
National Security	12	8	1,495	67
NIF	187	104	34,760	56
NAI	257	151	56,992	59
Director's Office	74	52	24,487	70
Deputy Director, Science & Technology	61	27	6,571	44
Physics & Advanced Technologies	369	221	78,412	60
Biology & Biotechnology Research	234	131	30,405	56
Energy & Environment	325	174	70,792	54
Johnson Controls	SLO	119	26,602	0
Others	22	22	3,480	100
Totals	7988	3,776	\$1,260,245	47%

### HOME

Continued from page 1

Campaign to raise money for local nonprofit agencies, as well as umbrella groups such as the United Way and the Tri-Valley Community Fund. In the last six years, the campaign has steadily increased in the amount of money donated. Since 1995, the campaign has raised just under \$6 million.

Local agencies such as Tri-Valley Haven for Women, Shepherd's Gate and the Tri-Valley Animal Rescue look to the campaign to receive a substantial amount of their annual contributions.

"It's been a lot of hard work by a lot of dedicated people," said Watling of his directorate's efforts, as well as the generosity of the Lab's employees. "Everyone who worked on this campaign did so because they see a real benefit to their communities," said Watling.

Watling said it's been "extremely rewarding" to see the campaign come together and succeed, though he joked that toward the final weeks he began to have some doubts.

"This year's campaign started out a little slower than usual," admitted Watling. "For a while I wasn't sure if we would reach our goal. It took so long to get to the million dollar mark, I was thinking we might need to call in some people from Florida to help us with a recount."

Watling attributes part of the campaign's success to Johnson Controls, the Laboratory's supplemental labor provider, which for the second year in a row offered a matching funds program for every dollar its employees contributed to the campaign. This year Johnson Controls contributed more than \$26,000.

"The amount of the donations still coming in just amazes me," added Watling. "The generosity of our employees is quite impressive." Next year's campaign will be sponsored by

the Nonproliferation, Arms Control and International Security Directorate, the same group that sponsored this year's Run for HOME. Watling believes the continued success at breaking the million-dollar barrier will carry over when the 2001 campaign kicks off.

"The campaign supports such a wide cross section of charities that employees feel they can really tailor their contributions to their own interests. The HOME Campaign proves that you can make a difference in someone's life."

Watling said the campaign will close out by the end of the year in order to turn donations over to the various charities.

"This has been a lot of fun," Watling said. "Everyone who worked on this showed tremendous dedication, energy, creativity and commitment. The payoff for all of this is not only the success of the campaign, but the benefit to our communities."

## CLASSIFIED ADS

r.llnl.gov/tsmp/ for more information

VOAKLAND/13 - Looking for riders for carpool.Arrival time 7:45, departure time 4:30. Pick up at Redwood road off 13. Currently have 2 people. Call for details. 510-531-4399, ext. 4-6215

Modesto - Carpool of two looking to meet/blend into carpool of four. Each drive one week. Meet near mall. Work hours 7:30-4:00 flexible 209-557-0456, ext. 3-4079

Montclair/Oakland - Montclair/hwy 13, friendly vanpool, reading lights, reclining seats. 8:15 - 5; Stops Montclair village, Lincoln/Hwy 13, \$120/Mo. 510-547-4040, ext. 2-0064

San Mateo - Riders needed for this 14 passenger van, with capt. chairs, reading lights and more. 650-281-7820, ext. 3-7857

Lafayette - LaMOrinda (also Walnut Creek stop at Rudgear Rd) luxury vanpool (reclining seats, reading lights) 8-4:45, \$115/mo (pretax reduction available) 925-376-5346, ext. 2-3005

Patterson - Vanpool has seats available. Work hours: 7:30 - 4:00. 209-892-2118, ext. 2-9502

### SERVICES

Hauling Service. Estate clean outs, Attics, Garage, Shed & Barns. Misc... 925-373-9540

House Painting - Exterior and Interior, free estimates w/ Lab discount. 925-447-5132

Roofing, 28 yrs experience, fully insured 925-454-9200

### SHARED HOUSING

Livermore - Room avail. Dec. 19 in nice 3 bd townhouse.\$450/mo & 1/3 util.(+ dep). Quiet, neat household. Female roommate preferred. Please leave message. 925-454-2976

### TRUCKS & TRAILERS

CAMPER SHELL, LEER, fits full size Chevy short bed truck, excellent condition \$450. 925-443-2114

1972 - Chevy C10 Pickup 350, A/T, A/C 105k mi, good condition \$4500 OBO 925-443-1369

1990 - Chevrolet Cheyenne pickup. AT, PS, PB, AM/FM Cass., Tinted Windows, Dash Pad, Custom Seats, Bedliner. 98K

miles. Excellent Cond. \$6100/OBO. 925-443-0842

1992 - Jeep Cherokee limited ex.cond 100kmi.new brakes, tires. 49er spcl. great xmas pesent. \$6500/ofr; 92 chev.sub-urban, ex.cond. 111kmi. \$11,500/ofr. 925-837-8780

### VACATION RENTALS

Haena, Kauai - - Private house and/or studio on the scenic north coast near Hanalei Bay - great beaches, hiking, boating and golf. House-\$125/day, studio-\$75/day 831-479-3441

MAUI-Kihei-1,2 & 3 bedroom condos.Oceanfront, big pool lawn area, BBQ pits,tennis courts, washer/dryer in units. 925-846-8405

SOUTH LAKE TAHOE - 3 Bedroom 2 Bath Chalet, nicely furnished, quiet area ,all amenities, close to all ski areas,New Years week Open!Reserve Now! 209-599-4644

Maui, HI - Kahana Reef ocean-front 1BR/1BA condominium. Beautiful two-island view, ocean-side pool, and BBQs. Low LLNL rates for year-round reservations. 925-449-0761

New Year at Heavenly-2 bed-

room, 2 bath fully furnished, indoor swimming pool, slp 6, walk/shuttle to ski lifts & casinos, 12/29-1/5, evenings 925-299-0451

Tahoe-Donner - Home:2 yr. old ,3 BR.,2 1/2 Ba. w/Loft sleeps 10. \$350 per wknd or consider trade. 925-679-1612

### WANTED

Row boat, preferably made of wood. 925-447-5582

Investor interested in participating in purchase of Livermore home. 925-443-3102

Looking for someone to embroider (machine) name on Christmas stocking for granddaughter. Will pay for service. ASAP please 925-837-0863

Wanted 45 RPM records from 1950s and 1960s in good condition. 925-454-9291

Wanted for our Brighter Christmas family: used high chair and play pen. 925-455-5693

Trixie Belden books wanted for 5th grader. Will buy paperback or hardback. 925-484-4785

Wanted: Mac 5XX series computer - cheap. 925-455-4484

Wanted 5 hp. Horizontal Shaft Gas Engine. Running preferred. Reasonable price. 925-449-4262

Travel trailer in good working shape for a resonable price wanted. Need for home construction site. 209-892-3228

Wanted: Carpenter to build custom book shelves over fireplace. I have picture of design desired. 925-443-2243

Wanted camper shell for fullsize 1988 Chevy truck. 510-531-5804

Sega genesis games 209-531-1527

Wanted, 19 inch or larger TV, water softner, record turntable, and washer and dryer for apartment. 209-599-7199

Budding pitcher needs a catcher\_s mask to protect his brother\_s teeth. Call in the evenings. 925-484-2173

Large curio cabinet or china cabinet with hutch for collectible items. Prefer dark wood. 925-243-0760

Wanted nanny for 3 kids, 2,5 & 6 yr old. Free room and board. CA drivers license and references required. Salary negotiable. 209-239-9523



# THE BACK PAGE

## DIRECTOR'S OFFICE

Continued from page 1

tions showed that the Cox investigation probably missed its mark in terms of the focus of the alleged Chinese espionage. They also felt that the government did not try to contain the damage from the case and were not sensitive to how it put Asian Pacific American employees in the spotlight. Finally, they pleaded for closure to the Wen Ho Lee case. A strong point was made that while the intent of many policies may not be discriminatory, implementation often is.

### Diversity and recruitment

On the employment panel, much discussion centered on the issue of promotions and who receives them. Participants observed that con-

sciously or subconsciously many of us prefer to work with people like us, and that practice may not always lead to the best promotion decisions. Finally, in the "looking into the future" session, many felt that we are "running out of time." Our experienced weapons designers are now rapidly retiring, and we have the greatest urgency to satisfactorily address our recruitment and retention issues.

I had the opportunity to personally spend some time with Jeremy Wu (the DOE ombuds who wishes to serve as a catalyst to re-build trust with our Asian Pacific American employees) and Gen. Gordon. This was the second time I've had the chance to address the workforce issues with Gen. Gordon. Both are appropriately concerned about Livermore's ability to attract and retain the brightest, and wanted me to keep them abreast of

our problems, successes, and areas with which they could help. I will be returning to Washington to meet with each again.

In the meantime, Bruce Tarter has asked all directorates to engage more vigorously on diversity and has called for an update to our diversity plans. In Engineering, we have worked on our plan with a new sensitivity to ethnic profiling, and we have actively supported our ombuds programs in Electrical and Mechanical Engineering. I want to be absolutely certain that any employee in our directorate has a safe place to discuss any sensitivities, and others have a chance to learn what might be inappropriate and even offensive. Not only must the Laboratory value all its employees; we must value each other.

*Spiros Dimolitsas is the associate director for Engineering.*

## LEAVE

Continued from page 1

- and expected leave time needed, is necessary.
- Eligible leave credits for donation are limited to vacation credits.
  - Each donation must be a minimum of eight hours.
  - Each donation must be in whole hour increments.
  - Donation may not exceed 50 percent of the donor's vacation balance.
  - Each donation must be voluntary.
  - Each donation will be anonymous (i.e., management will not identify donor).
  - Once processed and transferred by LLNL Payroll, donations are irrevocable.

To apply for leave donations, recipient employees must submit a written request using a simple "Request to Receive Donated Vacation Leave" form, available online, along with appropriate medical verification, to the Human

Resources manager. If an employee, due to incapacitation, is unable to make the request, a representative may submit the request on the employee's behalf.

To donate leave, employees will submit written requests using the "Request to Donate Vacation Leave," also available online and submitted to the Human Resources manager.

The Human Resources manager will review each request for eligibility and for verification that the recipient has exhausted, or will exhaust, all paid leave, and that the donor has sufficient vacation leave balance to cover the amount to be transferred. Human Resources will then authorize the number of donated vacation leave hours necessary. Upon approval, Human Resources will forward the request to Payroll for processing.

Payroll will credit the recipients' accounts on an hour-for-hour basis, as needed. Before using donated time, employees must first use any leave credits they accrue.

Donated leave may not be substituted retroactively for periods of leave without pay.

In cases of multiple leave donors, Payroll will credit recipients on a first-come basis.

Unused donated leave may not be paid in a lump sum if the leave recipient should end employment for any cause. In such an event, any unused donated leave shall be returned to the donor, if still employed.

For purposes of qualification for this program, catastrophic illness or injury is defined as a serious illness or injury that is expected to incapacitate the employee or the employee's family member, and creates a financial hardship to the employee due to exhausted leave credits, i.e., sick leave and vacation leave.

Eligible family members are limited to the employee's spouse, parent, child, sibling, grandparent or grandchild; in laws and step-relatives in these relationships; or other persons residing in the employee's household for whom there is a personal obligation.

# Here's what you need to know about the catastrophic leave plan

**Question: What is the minimum number of vacation hours I can donate?**

**Answer:** You may donate a minimum of eight hours.

**Is there a maximum number of vacation hours I can donate?**

Donations may not exceed 50 percent of your vacation balance.

**I have 10 hours of vacation balance, can I donate all of it?**

No, you cannot donate any of your vacation balance. The minimum number of vacation hours that can be donated is eight hours. Since 50 percent of your vacation balance (five hours) is less than the eight-hour minimum, you cannot donate.

**I am at my vacation maximum accrual. Can I donate the vacation that I will forfeit this month?**

No. The policy regarding maximum vacation accrual is not affected by participation in this program and will not prevent forfeiture of accruals that exceed the maximum. For example, an employee who has reached their maximum vacation balance of 240 hours would forfeit 10 hours of vacation before the authorized donations are processed.

**Can I make my donations to more than one person?**

There is no limit to the number of employees you can donate leave to as long as you do not exceed maximum donation limits. However, you would need to donate a minimum of eight hours to each employee.

**If I receive more donated leave than I need and I come back to work, can I keep it?**

No. Unused donated leave is returned to the donor employee.



**Is my donation confidential?**

All donations are anonymous and will not be revealed to the recipient.

**Can I donate sick leave?**

No. The policy permits the donations of accumulated vacation leave only.

**Is there a limit to the number of times I can request donated leave?**

As long as your request qualifies under the rules of the program, you may continue to request donations.

**Must I wait until I have exhausted all paid leave before I can request leave donations?**

No. It is not required that you have already exhausted all leave in order to request leave donation, however, it is required that you use all paid leave prior to using donated leave.

**I have exhausted my sick leave and would like to save my vacation leave. Can I request leave donations and save my vacation leave?**

No. To be eligible for Catastrophic Leave Sharing you must have exhausted or expect to exhaust all available paid leave benefits, including all vacation leave.

**Is there any documentation required with my request to receive leave donation?**

Yes. A doctor's certification must be provided to document the date the condition began and the expected duration.

**Can I donate leave to non-Livermore Lab employees?**

No. This program is limited to donations from and to Livermore Lab employees only.

**What happens if I request donated leave**

**and no donated leave is available?**

Your request for donated leave will be kept active for the period of documented need and processed as requested if and when leave is donated.

**Do differences in pay between the recipient and donor affect the number of donated hours received?**

No. Donations are hour for hour. Pay differences are ignored.



NEWSLINE  
UC-LLNL  
PO Box 808, L-797  
LIVERMORE, CA 94551-0808





